FERS Annuity Computation

The amount of an annuity is determined by:

- ### Length of service
Length of service for annuity computation purposes is based on whole months (30 days). To determine the total length of service for annuity computation purposes, add all creditable civilian and military service; then eliminate any fractional part of the month (remaining days).

- ### High-3 average basic pay
The high-3 average pay is the largest annual rate resulting from averaging your rates of basic pay in effect over any period of 3 consecutive years of creditable civilian service, with each rate weighted by the length of time it was in effect. Normally, the highest rate of pay is the last three years prior to retirement. If this is the case, to find the beginning date of the 3-year period, subtract 3 years from the date of your retirement. For example: if your retirement date is November 1, 2002, then your beginning date would be November 2, 1998. (2002/11/01 – 3/00/00 = 98/11/02.)

Basic pay includes locality pay, environmental differential for certain employees, night differential pay for wage grade employees. It does not include bonuses, occasional overtime pay, military pay, cash awards, holiday pay. The basic pay for employees paid at other than an annual rate is determined by multiplying the basic rate of pay by the appropriate unit (for example; hourly rate of pay x 2087 hours).

For intermittent employees, the basic pay is determined by multiplying the basic rate of pay per day by the actual number of days worked at that rate.

For part-time service the average salary will be computed using the full-time salary of the position. This computation will be reduced by a proration factor that reflects only the part-time service.

FERS GENERAL FORMULA
1% X High-3 X Years of Service

Computation Of Annuity
Example

Years of Service: 30 years   Retirement Age: 60 years old
High-3 Average Salary: $20,000

1% X $20,000 X 30 = $6,000 annual or $500 a month

Note: If you are at least 62 with 20 years of service use the following:
1.1% X average salary X years of service
Note: For Air Traffic Controllers, for the first 20 years, the formula is 1.7% X high-3 average salary, then 1% for the remaining years.
Note: You may use the FERS computation chart to get the factor to use times your hi-3 salary.

Cost Of Living Adjustments (FERS)

Cost of Living Adjustments (COLAs) increase the amount of your monthly annuity.
Under the FERS law, a CSRS component will be increased under the rules governing COLAs for retirees of the Civil Service Retirement System. The FERS component will be increased under a different set of rules. The rules governing each component are outlined below.

CSRS COLA RULES (Apply only to a CSRS Component)
- *Effective Date of Increase* - December 1 of each year; payment of COLAs in January.

- *Amount of COLA* - Normally equals the percentage change in the Consumer Price Index (CPI) during the past year. Specified as CSRS COLA.

Initial COLA - Effective on December 1 after annuity begins. Prorated, based on the number of months you were entitled to an annuity prior to effective date of increase (December 1). (Note: Even though the COLA is not actually payable until January 1, the COLA is prorated based on your status as of December 1.)

FERS COLA Rules *(only paid at age 62 or older)*
- *Effective date of Increase* - December 1 of each year.
- *Amount of COLA* - Tied to the increase in the CPI during the year preceding the COLA under the following schedule:

Change in CPI	% of COLA
0%	None
2% or less	Same % as CPI increase
2% to 3%	2%
3% or more	Change in CPI minus 1%

FERS COLA Rules
Initial COLA **- FERS COLA's apply to retirees who were age 62 as of December 1. By law, a retiree's first COLA must be prorated. For example, retirees will get 1/12 of the applicable cost-of-living increase for each month they were an annuitant before December 1 not to exceed 12 months. To get the full COLA, a retiree's annuity must have commenced no later than December 31. The COLA applies to the Basic FERS annuity only, not the FERS Annuity Supplement.**

Exceptions:
1. Initial COLA effective on December 1 after the annuity begins for employees retiring under the special provisions for (applies to annuitants who are under age 62):

      Air Traffic Controllers/Law Enforcement Officers/Firefighters
      Military Technicians who no longer satisfy the requirements of the
      position due to disability.

2. Disability Annuity - COLA's are payable to disability annuitants without regard to their age. However, COLA's are not payable on FERS disability annuities during the annuitant's first year if the annuity rate is based on 60% of average salary. COLA's are payable, however, during the first year if the annuitant's rate is based on an earned benefit or the annuity is redetermined because the annuitant has reached age 62.

How Federal Annuities Are Taxed

Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) retirees are not taxed on that part of the annuity that represents their own contribution; the rest is taxable. Federal annuitants who retired after July 1, 1986, determine the amount of their annuity that is tax-free by using the Simplified General Rule. This rule applied to annuities **commencing** on or before December 31, 1997.

A provision added to the Taxpayer Relief Act of 1997, created a new table for computing the tax free amount **if a survivor annuity** has been elected. The table is based on the combined ages of the annuitant and the person for whom the survivor annuity has been provided. This provision is effective with annuity start dates beginning after December 31, 1997. Retirees whose annuity started prior to December 31, 1997, continue to use the one-person table.

When you retire, you will receive a booklet from OPM called "Your Federal Retirement Benefits". In this booklet you will be provided with the amount of your total retirement contributions and the amount of retirement benefits you may claim as tax free each month (calculated using the Simplified General Rule). Do not use the "cumulative" retirement contributions reflected on your last Leave and Earnings Statement as this is not always a true accounting of all retirement contributions made during your Federal service career. For a more detailed and official explanation of how Federal annuities are taxed, call 1-800-TAX-FORM and ask for **IRS Publication 721,** *Tax Guide to U.S. Civil Service Retirement Benefits* or you can obtain it from the IRS web site at www.irs.gov.

The following address http://apps.opm.gov/tax_calc/withhold_calc/index.cfm is a link to OPM's Tax calculator for annuitants to figure their monthly federal withholdings

The following tables should be used based on your individual case:

Annuity without a survivor benefit or annuity commencing on or before December 31, 1997	
Age at Retirement	**Number Of Lifetime Payments**
55 & under	360
56 to 60	310
61 to 65	260
66 to 70	210
71 and over	160

Annuity with a Survivor Benefit commencing after December 31, 1997

Combined Age Of Annuitants	**Number of Payments**
Not more than 110	**410**
111 to 120	**360**
121 to 130	**310**
131 to 140	**260**
141 and over	**210**

*For disability annuitants, the annuity is fully taxed until you meet optional retirement requirements.

Total Retirement Contributions = Monthly Tax Free Amount
 Number of Lifetime Payments

Monthly Tax Free Amount   X   12 = $ Yearly Tax Free Amount

Example (without a Survivor Benefit)
Retiree Age 56   Total Contributions to FERS = $23,000
$ 23,000.00   = $74.00 Monthly Tax Free Amount or $74 X 12 = $888 Yr. Tax Free
    310
(This amount may be claimed until Tax Free Amount = $23,000.00)

Example (With Survivor Benefits)
Retiree Age 56; spouse age 55 = 111   Total Contributions to FERS = $23,000
$ 23,000   = $64.00 Monthly Tax Free Amount or $64 X 12 = $768 Yr. Tax Free
   360
(This amount may be claimed until the Tax Free Amount = $23,000.00)

It is not mandatory for you to have tax withheld from your monthly annuity. However, you must file an estimated return to the Internal Revenue Service if less than 90% of the Federal

income tax due during a year is withheld from your income. You will be liable for the full amount of the taxes when they fall due, and may incur an additional interest penalty if sufficient taxes were neither withheld from your income tax nor paid to the IRS in advance as estimated payments.

Information about Federal and State Income Tax Withholdings
Savings Bond Purchases and Deductions

Federal Income Tax Withholdings:
Your annuity payments are subject to Federal income tax withholding. Federal income tax is withheld from your initial payment and will continue to be withheld as though you are a married individual claiming three withholding allowances – the rate required by law if you do not file an election to change the deduction. At the time OPM processes your retirement application, they will send you instructions on how to start, change, or stop your Federal income tax withholding using their toll-free automated telephone system. Retirees may now make a withholding election at the time of their retirement by completing a W-4 form.

State Income Tax Withholdings:
If you wish to have State tax withholdings from your annuity, you may contact OPM directly if your State participates in the withholding program administered by OPM. OPM is unable to make State tax withholdings for non-participating states. The following states have State tax and participate with OPM to withhold tax:

Arkansas	Arizona	California	Colorado
Connecticut	Delaware	District of Columbia	Georgia
Idaho	Indiana	Iowa	Louisiana
Maine	Maryland	Michigan	Minnesota
Mississippi	Missouri	Montana	Nebraska
New Jersey	New Mexico	North Carolina	North Dakota
Ohio	Oklahoma	Oregon	Rhode Island
South Carolina	Utah	Vermont	Virginia
West Virginia	Wisconsin		

You must specify the monthly amount of State tax you want withheld. Deduction amounts must be in whole dollars. The minimum monthly amount OPM is able to withhold is $5. Your State tax deductions will be reflected on notices of annuity adjustment mailed when payments change and will be included in your yearly statement (Form 1099R) used for income tax filing purposes.

As an annuitant, already receiving regular annuity payments, you may call (800) 409-6528 to start, change, or stop savings bond and State tax deductions. You may also contact an OPM Customer Service Specialist by dialing (888) 767-6738. When calling, you will need your civil service annuitant (CSA) number and your Social Security number.

Annuity Reductions & Withholdings
The annuity reductions, if appropriate, must be applied in the following order:
1. Age Reduction:
- MRA +10.

2. Deposit Reduction:
- Unpaid deposit(s) for nondeduction service performed prior to October 1, 1982. The basic annuity is reduced by 10% of the unpaid deposit amount (deposit includes interest). *Reduction applies only if you have a CSRS Component.*

3. Survivor Reductions:
- Reduction for survivor annuity, because of a voluntary election, court order,

or operation of law; and/or

- Reduction to provide a survivor annuity to a person with an insurable interest.

4. Redeposit Reduction:

- Unpaid redeposit service that ended before October 1, 1990 (actuarial reduction). *This applies only if you have a CSRS Component.*

5. Alternative Annuity Reduction:

 May only elect if not expected to live beyond 2 years.

6. Federal Tax:

- Based as if married with 3 deductions.
- Will receive W-4P-A to change amount.

7. State Tax (Optional):

- Contact OPM.

8. FEHB Premiums:

- Retirees pay the same amount as employees pay (monthly rate).

9. FEGLI Premiums:

- Retirees pay the same amount as employees pay until age 65 (monthly rate).

10.   Medicare Part B Premiums (Optional):

- You do not become eligible for Medicare until age 65.
- If receiving Social Security, premium withheld from Social Security benefit.

FERS Computation (MRA + 10 Example)

Date of Retirement: 5-31-2002
Date of Birth: 4-29-44
Active Military Service: 12-30-82 to 3-29-86 - Deposit Paid
Civilian Service: 7-30-87 to 5-31-2000
Last Salary: $29,400
High-3 Average Salary: $27,228
Survivor Benefits: Based on Full Annuity
FEGLI Insurance: Basic (75% Option), Standard, 2X Pay and Family)

From	To	Annual Pay	Total Time	Time Factor	Pay Earned
98-06-01	99-01-06	$23,890	00-07-06	.600000	$14,334.00
99-01-07	99-04-05	$25,003	00-02-29	.247222	$ 6,181.29
99-04-06	00-01-06	$27,653	00-09-01	.752778	$20,816.57
00-01-07	00-08-04	$28,001	00-06-28	.577778	$16,178.36
00-08-05	02-05-31	$29,400	00-09-26	.822222	$24,173.33
			03-00-00		$81,683.55

(In determining the "time factor earned" refer to the "360 Day Factor Chart.")
$81,683.55 DIVIDED BY 3 = $27,227.85 HIGH-3 AVERAGE PAY

Compute Age At Separation	Compute Length Of Service
Date of Retirement 2002-05-31 Date of Birth -1944-04-29 57-01-02	Date of Retirement 2002-05-31 SCD - 1984-04-30 17-01-01

Formula: $27,228.85 X 17.08333 X 1%   = $4,651.42

(To check the formula, see the "FERS 1% Accrual Factor Chart." For example, 16 years, 1 month, located on the chart gives a factor of .170833 X $27227.85 (high-3) = basic annuity.)

				Unreduced FERS Annuity	$ 4,651.42
		Reductions are made for:	Under Age 62	Age 57, Factor .758333	3,527.33
			Non-Deposit for service prior to 1-1-89		N/A
			Survivor Annuity	.10% X $3,527.33 = $352.73	- 352.73
				REDUCED ANNUITY	3,174.60
				Monthly Annuity	264.55
				Federal Tax Withholding	- 48.00
				State Tax Withholding	N/A
				FEHB Reduction	- 97.48
$29,400 = 30 + 2 or	$32,000	=	$10.75		
Standard	$10,000	=	$ 5.85	FEGLI Reduction (Standard, 2X, Family)	- 60.06
Additional 2X		=	$40.32		
Family		=	$ 3.14	*Total Monthly Annuity Due*	*$59.01*

FERS Annuity With CSRS Component Computation Example

Date of Retirement: 5-31-2002 **Date of Birth:** 4-29-44
Last Salary: $29,400 **High-3 Average Salary:** $27,228
Civilian Service: 7-30-67 to 5-31-02 **Survivor Benefits:** Based on Full Annuity
Sick Leave at Transfer: 1243 hours **Sick Leave at date of Separation:** 1865 hours
FEGLI Insurance: Basic (75% Option), Standard, 2X Pay and Family)
Active Military Service: 12-30-63 to 3-29-66 (Deposit Paid)

From	To	Annual Pay	Total Time	Time Factor	Pay Earned
98-06-01	99-01-06	$23,890	00-07-06	.600000	$ 14,334.00
99-01-07	99-04-05	$25,003	00-02-29	.247222	6,181.29
99-04-06	00-01-06	$27,653	00-09-01	.752778	20,816.57
00-01-07	00-08-04	$28,001	00-06-28	.577778	16,178.36
00-08-05	02-05-31	$29,400	00-09-26	.822222	24,173.33
			03-00-00		$81,683.55

$81,683.55 Divided By 3 = $27,228 *High-3 Average Pay*

COMPUTE AGE AT SEPARATION

Date of Retirement	2000-05-31
Date of Birth	-1944-04-29
	57-01-02

COMPUTE LENGTH OF SERVICE

Date of Retirement	2000-05-31
SCD	- 1965-04-30
	36-01-01

Elected FERS 7-1-87

CSRS Service	23-02-01	**FERS Service = 12-10-30 =**	12-11
Sick Leave (1243)	07-05	*Formula:* $27228 X .129167 =	$3,516.96
CSRS Component	23-09-06		

Formula
.015 X 27228 X 5 = 2,042.10
0175 X 27320 X 5 = 2,390.50
.02 X 27320 X 13.75 = 7,513.00
Total CSRS = $11,945.60

TOTAL ANNUITY = $11,945.60 + $3,516.96 = $15,462.56

To check the formulas see the "CSRS General Formula Computation Chart"
To determine Sick Leave, refer to the "2087 Hours Chart"

		Unreduced FERS Annuity	$15,462.56
Reductions are made for: Under Age 62			N/A
Non-Deposit for service prior to 1-1-89			N/A
Survivor Annuity		.10% X 15462.56 = 1546.26	- 1,546.26
		ANNUAL ANNUITY	13,916.30
		Monthly Annuity	1,159.69
		Federal Tax Withholding	- 231.94
		State Tax Withholding	N/A
		FEHB Reduction	- 97.48
$29,400 = 30 + 2 or $32,000	= $10.75		
Standard $10,000	= $ 5.85	FEGLI Reduction (Standard, 2X, Family)	- 60.06
Additional 2X	= $40.32		
Family	= $ 3.14	*Total Monthly Annuity Due*	*$ 770.21*

FERS Special Retirement Supplement

If you retire as a FERS employee before age 62, you may receive a supplement to your FERS annuity. The general purpose of the supplement is to provide a level of income before age 62 similar to what you will receive at age 62 as part of a Social Security benefit, if eligible for Social Security at that age. The supplement is computed by estimating a full career Social Security benefit and then approximating the portion of that full career benefit that represents your service under FERS. The more years of FERS coverage you have, the greater the supplement will be. The supplement ends at age 62, even if you are not eligible for such benefits.

Eligibility Requirements For The
Special Retirement Supplement

1. Must retire on a non-disability, immediate annuity (not deferred).

2. Must be eligible for one of the following retirements:

> a. Voluntary Retirement without Reduction for Age.
>
> b. Involuntary or "Early-Out" Retirement (upon attaining MRA).
>
> c. Law Enforcement Officer/Firefighter Retirement.
>
> d. Air Traffic Controller Retirement.
>
> e. Military Reserve Technician Early Retirement who are age 50 with 25 years service and lose military status.
>
> f. SES, Defense Intelligence SES, or Senior Cryptologic Executive Service Early Retirement.

3. Must be under age 62 during time you receive supplement.

4. The service credited under the FERS component must include at least one full calendar year of civilian service beginning January and ending December 31.

5. If you transfer to FERS from CSRS, you must have at least one full calendar year of FERS-covered service to qualify for the supplement.

6. If your earnings from wages or self-employment exceed the Social Security annual exempt amount, your Special Retirement Supplement will be reduced or stopped.
EXCEPTION: Air Traffic Controllers, Law Enforcement Officers, Firefighters and Military Reserve Technicians are not subject to the earnings test until they attain their MRA.

Example: Estimate of a full career Social Security benefit as if the employee were age 62 (may use benefit statement from Social Security). Determine service creditable under FERS and divide by 40. Multiply the estimated Social Security benefit by the percentage.

> Social Security estimated benefit: $625.00
> FERS Service of 12 years = 12 divided by 40 or 30%
> 30% X $625 = $187.50 supplemental amount

FERS 1% ACCRUAL FACTOR
Years of Service 1 – 20

Years of Service	0 Month	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
1	0.010000	0.010833	0.011667	0.012500	0.013333	0.014167	0.015000	0.015833	0.016667	0.017500	0.018333	0.019167
2	0.020000	0.020833	0.021667	0.022500	0.023333	0.024167	0.025000	0.025833	0.026667	0.027500	0.028333	0.029167
3	0.030000	0.030833	0.031667	0.032500	0.033333	0.034167	0.035000	0.035833	0.036667	0.037500	0.038333	0.039167
4	0.040000	0.040833	0.041667	0.042500	0.043333	0.044167	0.045000	0.045833	0.046667	0.047500	0.048333	0.049167
5	0.050000	0.050833	0.051667	0.052500	0.053333	0.054167	0.055000	0.055833	0.056667	0.057500	0.058333	0.059167
6	0.060000	0.060833	0.061667	0.062500	0.063333	0.064167	0.065000	0.065833	0.066667	0.067500	0.068333	0.069167
7	0.070000	0.070833	0.071667	0.072500	0.073333	0.074167	0.075000	0.075833	0.076667	0.077500	0.078333	0.079167
8	0.080000	0.080833	0.081667	0.082500	0.083333	0.084167	0.085000	0.085833	0.086667	0.087500	0.088333	0.089167
9	0.090000	0.090833	0.091667	0.092500	0.093333	0.094167	0.095000	0.095833	0.096667	0.097500	0.098333	0.099167
10	0.100000	0.100833	0.101667	0.102500	0.103333	0.104167	0.105000	0.105833	0.106667	0.107500	0.108333	0.109167
11	0.110000	0.110833	0.111667	0.112500	0.113333	0.114167	0.115000	0.115833	0.116667	0.117500	0.118333	0.119167
12	0.120000	0.120833	0.121667	0.122500	0.123333	0.124167	0.125000	0.125833	0.126667	0.127500	0.128333	0.129167
13	0.130000	0.130833	0.131667	0.132500	0.133333	0.134167	0.135000	0.135833	0.136667	0.137500	0.138333	0.139167
14	0.140000	0.140833	0.141667	0.142500	0.143333	0.144167	0.145000	0.145833	0.146667	0.147500	0.148333	0.149167
15	0.150000	0.150833	0.151667	0.152500	0.153333	0.154167	0.155000	0.155833	0.156667	0.157500	0.158333	0.159167
16	0.160000	0.160833	0.161667	0.162500	0.163333	0.164167	0.165000	0.165833	0.166667	0.167500	0.168333	0.169167
17	0.170000	0.170833	0.171667	0.172500	0.173333	0.174167	0.175000	0.175833	0.176667	0.177500	0.178333	0.179167
18	0.180000	0.180833	0.181667	0.182500	0.183333	0.184167	0.185000	0.185833	0.186667	0.187500	0.188333	0.189167
19	0.190000	0.190833	0.191667	0.192500	0.193333	0.194167	0.195000	0.195833	0.196667	0.197500	0.198333	0.199167
20	0.200000	0.200833	0.201667	0.202500	0.203333	0.204167	0.205000	0.205833	0.206667	0.207500	0.208333	0.209167

To obtain the basic annuity, multiply the high-3 average salary by the factor indicated under applicable years and months of service.

Example 1: Employee A retires at age 62 after 13 years and 6 months of Federal employment. His high-3 average salary is $38,000. The 1% accrual factor for 13 years and 6 months is 135 (found in the '6 Month" column, line 13). Multiply .135 by $38,000 to obtain Employee A's annual basic annuity of $5,130.

FERS 1% ACCRUAL FACTOR
Years of Service 21 – 40

Years of Service	0 Month	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
21	0.210000	0.210833	0.211667	0.212500	0.213333	0.214167	0.215000	0.215833	0.216667	0.217500	0.218333	0.219167
22	0.220000	0.220833	0.221667	0.222500	0.223333	0.224167	0.225000	0.225833	0.226667	0.227500	0.228333	0.229167
23	0.230000	0.230833	0.231667	0.232500	0.233333	0.234167	0.235000	0.235833	0.236667	0.237500	0.238333	0.239167
24	0.240000	0.240833	0.241667	0.242500	0.243333	0.244167	0.245000	0.245833	0.246667	0.247500	0.248333	0.249167
25	0.250000	0.250833	0.251667	0.252500	0.253333	0.254167	0.255000	0.255833	0.256667	0.257500	0.258333	0.259167
26	0.260000	0.260833	0.261667	0.262500	0.263333	0.264167	0.265000	0.265833	0.266667	0.267500	0.268333	0.269167
27	0.270000	0.270833	0.271667	0.272500	0.273333	0.274167	0.275000	0.275833	0.276667	0.277500	0.278333	0.279167
28	0.280000	0.280833	0.281667	0.282500	0.283333	0.284167	0.285000	0.285833	0.286667	0.287500	0.288333	0.289167
29	0.290000	0.290833	0.291667	0.292500	0.293333	0.294167	0.295000	0.295833	0.296667	0.297500	0.298333	0.299167
30	0.300000	0.300833	0.301667	0.302500	0.303333	0.304167	0.305000	0.305833	0.306667	0.307500	0.308333	0.309167
31	0.310000	0.310833	0.311667	0.312500	0.313333	0.314167	0.315000	0.315833	0.316667	0.317500	0.318333	0.319167
32	0.320000	0.320833	0.321667	0.322500	0.323333	0.324167	0.325000	0.325833	0.326667	0.327500	0.328333	0.329167
33	0.330000	0.330833	0.331667	0.332500	0.333333	0.334167	0.335000	0.335833	0.336667	0.337500	0.338333	0.339167
34	0.340000	0.340833	0.341667	0.342500	0.343333	0.344167	0.345000	0.345833	0.346667	0.347500	0.348333	0.349167
35	0.350000	0.350833	0.351667	0.352500	0.353333	0.354167	0.355000	0.355833	0.356667	0.357500	0.358333	0.359167
36	0.360000	0.360833	0.361667	0.362500	0.363333	0.364167	0.365000	0.365833	0.366667	0.367500	0.368333	0.369167
37	0.370000	0.370833	0.371667	0.372500	0.373333	0.374167	0.375000	0.375833	0.376667	0.377500	0.378333	0.379167
38	0.380000	0.380833	0.381667	0.382500	0.383333	0.384167	0.385000	0.385833	0.386667	0.387500	0.388333	0.389167
39	0.390000	0.390833	0.391667	0.392500	0.393333	0.394167	0.395000	0.395833	0.396667	0.397500	0.398333	0.399167
40	0.400000	0.400833	0.401667	0.402500	0.403333	0.404167	0.405000	0.405833	0.406667	0.407500	0.408333	0.409167

To obtain the basic annuity, multiply the high-3 average salary by the factor indicated under applicable years and months of service.

Example 2: Employee B retires at age 57 after 32 years of Federal employment. His high-3 average salary is $72,000. The 1% accrual factor for 32 years is .32 (found in the "0 Month" column, line 32) Multiply .32 by $72,000 to obtain Employee B's annual basic annuity of $23.040. Note that under FERS, Employee B would also be entitled to a retiree annuity supplement.

FERS 1.1% ACCRUAL FACTOR
Years of Service 1-20

Years of Service	0 Month	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
1	0.011000	0.011917	0.012833	0.013750	0.014667	0.015583	0.016500	0.017417	0.018333	0.019250	0.020167	0.021083
2	0.022000	0.022917	0.023833	0.024750	0.025667	0.026583	0.027500	0.028417	0.029333	0.030250	0.031167	0.032083
3	0.033000	0.033917	0.034833	0.035750	0.036667	0.037583	0.038500	0.039417	0.040333	0.041250	0.042167	0.043083
4	0.044000	0.044917	0.045833	0.046750	0.047667	0.048583	0.049500	0.050417	0.051333	0.052250	0.053167	0.054083
5	0.055000	0.055917	0.056833	0.057750	0.058667	0.059583	0.060500	0.061417	0.062333	0.063250	0.064167	0.065083
6	0.066000	0.066917	0.067833	0.068750	0.069667	0.070583	0.071500	0.072417	0.073333	0.074250	0.075167	0.076083
7	0.077000	0.077917	0.078833	0.079750	0.080667	0.081583	0.082500	0.083417	0.084333	0.085250	0.086167	0.087083
8	0.088000	0.088917	0.089833	0.090750	0.091667	0.092583	0.093500	0.094417	0.095333	0.096250	0.097167	0.098083
9	0.099000	0.099917	0.100833	0.101750	0.102667	0.103583	0.104500	0.105417	0.106333	0.107250	0.108167	0.109083
10	0.110000	0.110917	0.111833	0.112750	0.113667	0.114583	0.115500	0.116417	0.117333	0.118250	0.119167	0.120083
11	0.121000	0.121917	0.122833	0.123750	0.124667	0.125583	0.126500	0.127417	0.128333	0.129250	0.130167	0.131083
12	0.132000	0.132917	0.133833	0.134750	0.135667	0.136583	0.137500	0.138417	0.139333	0.140250	0.141167	0.142083
13	0.143000	0.143917	0.144833	0.145750	0.146667	0.147583	0.148500	0.149417	0.150333	0.151250	0.152167	0.153083
14	0.154000	0.154917	0.155833	0.156750	0.157667	0.158583	0.159500	0.160417	0.161333	0.162250	0.163167	0.164083
15	0.165000	0.165917	0.166833	0.167750	0.168667	0.169583	0.170500	0.171417	0.172333	0.173250	0.174167	0.175083
16	0.176000	0.176917	0.177833	0.178750	0.179667	0.180583	0.181500	0.182417	0.183333	0.184250	0.185167	0.186083
17	0.187000	0.187917	0.188833	0.189750	0.190667	0.191583	0.192500	0.193417	0.194333	0.195250	0.196167	0.197083
18	0.198000	0.198917	0.199833	0.200750	0.201667	0.202583	0.203500	0.204417	0.205333	0.206250	0.207167	0.208083
19	0.209000	0.209917	0.210833	0.211750	0.212667	0.213583	0.214500	0.215417	0.216333	0.217250	0.218167	0.219083
20	0.220000	0.220917	0.221833	0.222750	0.223667	0.224583	0.225500	0.226417	0.227333	0.228250	0.229167	0.230083

*Employee must be age 62 or older and have 20 or more years of TOTAL (CSRS and FERS) creditable service.

FERS 1.1% ACCRUAL FACTOR
Years of Service 21 - 40

Years of Service	0 Month	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
21	0.231000	0.231917	0.232833	0.233750	0.234667	0.235583	0.236500	0.237417	0.238333	0.239250	0.240167	0.241083
22	0.242000	0.242917	0.243833	0.244750	0.245667	0.246583	0.247500	0.248417	0.249333	0.250250	0.251167	0.252083
23	0.253000	0.253917	0.254833	0.255750	0.256667	0.257583	0.258500	0.259417	0.260333	0.261250	0.262167	0.263083
24	0.264000	0.264917	0.265833	0.266750	0.267667	0.268583	0.269500	0.270417	0.271333	0.272250	0.273167	0.274083
25	0.275000	0.275917	0.276833	0.277750	0.278667	0.279583	0.280500	0.281417	0.282333	0.283250	0.284167	0.285083
26	0.286000	0.286917	0.287833	0.288750	0.289667	0.290583	0.291500	0.292417	0.293333	0.294250	0.295167	0.296083
27	0.297000	0.297917	0.298833	0.299750	0.300667	0.301583	0.302500	0.303417	0.304333	0.305250	0.306167	0.307083
28	0.308000	0.308917	0.309833	0.310750	0.311667	0.312583	0.313500	0.314417	0.315333	0.316250	0.317167	0.318083
29	0.319000	0.319917	0.320833	0.321750	0.322667	0.323583	0.324500	0.325417	0.326333	0.327250	0.328167	0.329083
30	0.330000	0.330917	0.331833	0.332750	0.333667	0.334583	0.335500	0.336417	0.337333	0.338250	0.339167	0.340083
31	0.341000	0.341917	0.342833	0.343750	0.344667	0.345583	0.346500	0.347417	0.348333	0.349250	0.350167	0.351083
32	0.352000	0.352917	0.353833	0.354750	0.355667	0.356583	0.357500	0.358417	0.359333	0.360250	0.361167	0.362083
33	0.363000	0.363917	0.364833	0.365750	0.366667	0.367583	0.368500	0.369417	0.370333	0.371250	0.372167	0.373083
34	0.374000	0.374917	0.375833	0.376750	0.377667	0.378583	0.379500	0.380417	0.381333	0.382250	0.383167	0.384083
35	0.385000	0.385917	0.386833	0.387750	0.388667	0.389583	0.390500	0.391417	0.392333	0.393250	0.394167	0.395083
36	0.396000	0.396917	0.397833	0.398750	0.399667	0.400583	0.401500	0.402417	0.403333	0.404250	0.405167	0.406083
37	0.407000	0.407917	0.408833	0.409750	0.410667	0.411583	0.412500	0.413417	0.414333	0.415250	0.416167	0.417083
38	0.418000	0.418917	0.419833	0.420750	0.421667	0.422583	0.423500	0.424417	0.425333	0.426250	0.427167	0.428083
39	0.429000	0.429917	0.430833	0.431750	0.432667	0.433583	0.434500	0.435417	0.436333	0.437250	0.438167	0.439083
40	0.440000	0.440917	0.441833	0.442750	0.443667	0.444583	0.445500	0.446417	0.447333	0.448250	0.449167	0.450083

*Employee must be age 62 or older and have 20 or more years of TOTAL (CSRS and FERS) creditable service.
  To obtain the basic annuity, multiply the high-3 average salary by the factor indicated under applicable years and months of service.
Example 3: Employee C retires at age 67 after 32 years of Federal employment. His high-3 average salary is $72,000. The 1.1% accrual factor for 32 years is **.352** (found in "0 Month" column, line 13.)
Multiply .352 by $72,000 to obtain Employee C's annual basic annuity of $25,344.

FERS 5% AGE REDUCTION CHART

Factors for Determining Reductions
in
Basic Annuity for Early Deferred or MRA + 10 Retirement

Multiply unreduced Basic Annuity benefit by applicable factor shown below to calculate reduced retirement benefit.

Note: The election of a survivor benefit will reduce benefits further.

Age at separation and at least 1 day over	0 Month	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
55 _ _ _ _	0.654167	0.658333	0.662500	0.666667	0.670833	0.675000	0.679167	0.683333	0.687500	0.691667	0.695833	0.700000
56 _ _ _ _	0.704167	0.708333	0.712500	0.716667	0.720833	0.725000	0.729167	0.733333	0.737500	0.741667	0.745833	0.750000
57 _ _ _ _	0.754167	0.758333	0.762500	0.766667	0.770833	0.775000	0.779167	0.783333	0.787500	0.791667	0.795833	0.800000
58 _ _ _ _	0.804167	0.808333	0.812500	0.816667	0.820833	0.825000	0.829167	0.833333	0.837500	0.841667	0.845833	0.850000
59 _ _ _ _	0.854167	0.858333	0.862500	0.866667	0.870833	0.875000	0.879167	0.883333	0.887500	0.891667	0.895833	0.900000
60 _ _ _ _	0.904167	0.908333	0.912500	0.916667	0.920833	0.925000	0.929167	0.933333	0.937500	0.941667	0.945833	0.950000
61 _ _ _ _	0.954167	0.958333	0.962500	0.966667	0.970833	0.975000	0.979167	0.983333	0.987500	0.991667	0.995833	1.000000

360 DAY FACTOR CHART

For Computing Total Amount for Any Period of Time at a Given Annual Rate. To Complete Factor, Place Number of Full Years Ahead of Decimal Point.

Number of Days	1 Day	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
0	----	0.083333	0.166667	0.250000	0.333333	0.416667	0.500000	0.583333	0.666667	0.750000	0.833333	0.916667
1	0.002778	0.086111	0.169444	0.252778	0.336111	0.419444	0.502778	0.586111	0.669444	0.752778	0.836111	0.919444
2	0.005556	0.088889	0.172222	0.255556	0.338889	0.422222	0.505556	0.588889	0.672222	0.755556	0.838889	0.922222
3	0.008333	0.091667	0.175000	0.258333	0.341667	0.425000	0.508333	0.591667	0.675000	0.758333	0.841667	0.925000
4	0.011111	0.094444	0.177778	0.261111	0.344444	0.427778	0.511111	0.594444	0.677778	0.761111	0.844444	0.927778
5	0.013889	0.097222	0.180556	0.263889	0.347222	0.430556	0.513889	0.597222	0.680556	0.763889	0.847222	0.930556
6	0.016667	0.100000	0.183333	0.266667	0.350000	0.433333	0.516667	0.600000	0.683333	0.766667	0.850000	0.933333
7	0.019444	0.102778	0.186111	0.269444	0.352778	0.436111	0.519444	0.602778	0.686111	0.769444	0.852778	0.936111
8	0.022222	0.105556	0.188889	0.272222	0.355556	0.438889	0.522222	0.605556	0.688889	0.772222	0.855556	0.938889
9	0.025000	0.108333	0.191667	0.275000	0.358333	0.441667	0.525000	0.608333	0.691667	0.775000	0.858333	0.941667
10	0.027778	0.111111	0.194444	0.277778	0.361111	0.444444	0.527778	0.611111	0.694444	0.777778	0.861111	0.944444
11	0.030556	0.113889	0.197222	0.280556	0.363889	0.447222	0.530556	0.613889	0.697222	0.780556	0.863889	0.947222
12	0.033333	0.116667	0.200000	0.283333	0.366667	0.450000	0.533333	0.616667	0.700000	0.783333	0.866667	0.950000
13	0.036111	0.119444	0.202778	0.286111	0.369444	0.452778	0.536111	0.619444	0.702778	0.786111	0.869444	0.952778
14	0.038889	0.122222	0.205556	0.288889	0.372222	0.455556	0.538889	0.622222	0.705556	0.788889	0.872222	0.955556
15	0.041667	0.125000	0.208333	0.291667	0.375000	0.458333	0.541667	0.625000	0.708333	0.791667	0.875000	0.958333
16	0.044444	0.127778	0.211111	0.294444	0.377778	0.461111	0.544444	0.627778	0.711111	0.794444	0.877778	0.961111
17	0.047222	0.130556	0.213889	0.297222	0.380556	0.463889	0.547222	0.630556	0.713889	0.797222	0.880556	0.963889
18	0.050000	0.133333	0.216667	0.300000	0.383333	0.466667	0.550000	0.633333	0.716667	0.800000	0.883333	0.966667
19	0.052778	0.136111	0.219444	0.302773	0.386111	0.469444	0.552778	0.636111	0.719444	0.802778	0.886111	0.969444
20	0.055556	0.138889	0.222222	0.305556	0.388889	0.472222	0.555556	0.638889	0.722222	0.805556	0.888889	0.972222
21	0.058333	0.141667	0.225000	0.308333	0.391667	0.475000	0.558333	0.641667	0.725000	0.808333	0.891667	0.975000
22	0.061111	0.144444	0.227778	0.311111	0.394444	0.477778	0.561111	0.644444	0.727778	0.811111	0.894444	0.977778
23	0.063889	0.147222	0.230556	0.313889	0.397222	0.480556	0.563889	0.647222	0.730556	0.813889	0.897222	0.980556
24	0.066667	0.150000	0.233333	0.316667	0.400000	0.483333	0.566667	0.650000	0.733333	0.816667	0.900000	0.983333
25	0.069444	0.152778	0.236111	0.319444	0.402778	0.486111	0.569444	0.652778	0.736111	0.819444	0.902778	0.986111
26	0.072222	0.155556	0.238889	0.322222	0.405556	0.488889	0.572222	0.655556	0.738889	0.822222	0.905556	0.988889
27	0.075000	0.158333	0.241667	0.325000	0.408333	0.491667	0.575000	0.658333	0.741667	0.825000	0.908333	0.991667
28	0.077778	0.161111	0.244444	0.327778	0.411111	0.494444	0.577778	0.661111	0.744444	0.827778	0.911111	0.994444
29	0.080556	0.163889	0.247221	0.330556	0.413889	0.497222	0.580556	0.663889	0.747222	0.830556	0.913889	0.997222

2087 Hours Chart
Used To Determine Sick Leave (CSRS)

Number of days	0 Month and up	1 Month and up	2 Months and up	3 Months and up	4 Months and up	5 Months and up	6 Months and up	7 Months and up	8 Months and up	9 Months and up	10 Months and up	11 Months and up
0	0	174	348	522	696	870	1044	1217	1391	1565	1739	1913
1	6	180	354	528	701	875	1049	1223	1397	1571	1745	1919
2	12	186	359	533	707	881	1055	1229	1403	1577	1751	1925
3	17	191	365	539	713	887	1061	1235	1409	1583	1757	1930
4	23	197	371	545	719	893	1067	1241	1415	1588	1762	1936
5	29	203	377	551	725	899	1072	1246	1420	1594	1768	1942
6	35	209	383	557	730	904	1078	1252	1426	1600	1774	1948
7	41	214	388	562	736	910	1084	1258	1432	1606	1780	1954
8	46	220	394	568	742	916	1090	1264	1438	1612	1786	1959
9	52	226	400	574	748	922	1096	1270	1444	1617	1791	1965
10	58	232	406	580	754	928	1101	1275	1449	1623	1797	1971
11	64	238	412	586	759	933	1107	1281	1455	1629	1803	1977
12	70	243	417	591	765	939	1113	1287	1461	1635	1809	1983
13	75	249	423	597	771	945	1119	1293	1467	1641	1815	1988
14	81	255	429	603	777	951	1125	1299	1472	1646	1820	1994
15	87	261	435	609	783	957	1130	1304	1478	1652	1826	2000
16	93	267	441	615	788	962	1136	1310	1484	1658	1832	2006
17	99	272	446	620	794	968	1142	1316	1490	1664	1838	2012
18	104	278	452	626	800	974	1148	1322	1496	1670	1844	2017
19	110	284	458	632	806	980	1154	1328	1501	1675	1849	2023
20	116	290	464	638	812	986	1159	1333	1507	1681	1855	2029
21	122	296	470	643	817	991	1165	1339	1513	1687	1861	2035
22	128	301	475	649	823	997	1171	1345	1519	1693	1867	2041
23	133	307	481	655	829	1003	1177	1351	1525	1699	1873	2046
24	139	313	487	661	835	1009	1183	1357	1530	1704	1878	2052
25	145	319	493	667	841	1015	1188	1362	1536	1710	1884	2058
26	151	325	499	672	846	1020	1194	1368	1542	1716	1890	2064
27	157	330	504	678	852	1026	1200	1374	1548	1722	1896	2070
28	162	336	510	684	858	1032	1206	1380	1554	1728	1901	2075
29	168	342	516	690	864	1038	1212	1386	1559	1733	1907	2081

CHART FOR OBTAINING NUMBER OF HOURS FOR ANY PERIOD OF TIME WHEN 2087 HOURS CONSTITUTES YEARLY BASIS

CSRS General Formula Computation Chart

For Computing Basic Annuity Where High-3 Average Pay is $5,000 or More

To obtain the basic annuity, multiply the high-3 average pay by factor indicated under applicable years and months of service.

1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
0.076458	0.077917	0.079375	0.080833	0.082292	0.08375	0.085208	0.086667	0.088125	0.089583	0.091042
.093958	.095417	.096875	.098333	.099792	.101250	.102708	.104167	.105625	.107083	.108542
.111458	.112917	.114375	.115833	.117292	.118750	.120208	.121667	.123125	.124583	.126042
.128958	.130417	.131875	.133333	.134792	.136250	.137708	.139167	.140625	.142083	.143542
.146458	.147917	.149375	.150833	.152292	.153750	.155208	.156667	.158125	.159583	.161042
.164167	.165833	.167500	.169167	.170833	.172500	.174167	.175833	.177500	.179167	.180833
.184167	.185833	.187500	.189167	.190833	.192500	.194167	.195833	.197500	.199167	.200833
.204167	.205833	.207500	.209167	.210833	.212500	.214167	.215833	.217500	.219167	.220833
.224167	.225833	.227500	.229167	.230833	.232500	.234167	.235833	.237500	.239167	.240833
.244167	.245833	.247500	.249167	.250833	.252500	.254167	.255833	.257500	.259167	.260833
.264167	.265833	.267500	.269167	.270833	.272500	.274167	.275833	.277500	.279167	.280833
.284167	.285833	.287500	.289167	.290833	.292500	.294167	.295833	.297500	.299167	.300833
.304167	.305833	.307500	.309167	.310833	.312500	.314167	.315833	.317500	.319167	.320833
.324167	.325833	.327500	.329167	.330833	.332500	.334167	.335833	.337500	.339167	.340833
.344167	.345833	.347500	.349167	.350833	.352500	.354167	.355833	.357500	.359167	.360833
.364167	.365833	.367500	.369167	.370833	.372500	.374167	.375833	.377500	.379167	.380833
.384167	.385833	.387500	.389167	.390833	.392500	.394167	.395833	.397500	.399167	.400833
.404167	.405833	.407500	.409167	.410833	.412500	.414167	.415833	.417500	.419167	.420833
.424167	.425833	.427500	.429167	.430833	.432500	.434167	.435833	.437500	.439167	.440833
.444167	.445833	.447500	.449167	.450833	.452500	.454167	.455833	.457500	.459167	.460833
.464167	.465833	.467500	.469167	.470833	.472500	.474167	.475833	.477500	.479167	.480833
.484167	.485833	.487500	.489167	.490833	.492500	.494167	.495833	.497500	.499167	.500833
.504167	.505833	.507500	.509167	.510833	.512500	.514167	.515833	.517500	.519167	.520833
.524167	.525833	.527500	.529167	.530833	.532500	.534167	.535833	.537500	.539167	.540833
.544167	.545833	.547500	.549167	.550833	.552500	.554167	.555833	.557500	.559167	.560833
.564167	.565833	.567500	.569167	.570833	.572500	.574167	.575833	.577500	.579167	.580833
.584167	.585833	.587500	.589167	.590833	.592500	.594167	.595833	.597500	.599167	.600833
.604167	.605833	.607500	.609167	.610833	.612500	.614167	.615833	.617500	.619167	.620833
.624167	.625833	.627500	.629167	.630833	.632500	.634167	.635833	.637500	.639167	.640833
.644167	.645833	.647500	.649167	.650833	.652500	.654167	.655833	.657500	.659167	.660833
.664167	.665833	.667500	.669167	.670833	.672500	.674167	.675833	.677500	.679167	.680833
.684167	.685833	.687500	.689167	.690833	.692500	.694167	.695833	.697500	.699167	.700833
.704167	.705833	.707500	.709167	.710833	.712500	.714167	.715833	.717500	.719167	.720833
.724167	.725833	.727500	.729167	.730833	.732500	.734167	.735833	.737500	.739167	.740833
.744167	.745833	.747500	.749167	.750833	.752500	.754167	.755833	.757500	.759167	.760833
.764167	.765833	.767500	.769167	.770833	.772500	.774167	.775833	.777500	.779167	.780833
.784167	.785833	.787500	.789167	.790833	.792500	.794167	.795833	.797500	.799167	80%[1]

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[1] Annuity in excess of 80 percent which is produced by credit for unused sick leave is payable.

CSRS Annuity Computation

The amount of an annuity is determined by:

- **Length of service**

Length of service for annuity computation purposes is based on whole months (30 days). To determine the total length of service for annuity computation purposes, add all creditable civilian and military service and the period represented by the unused sick leave; then eliminate any fractional part of the month (remaining days).

- **High-3 average basic pay**

The high-3 average pay is the largest annual rate resulting from averaging your rates of basic pay in effect over any period of 3 consecutive years of creditable civilian service, with each rate weighted by the length of time it was in effect. Normally, the highest rate of pay will be the last three years of work. If this is the case, to find the beginning date of the 3-year period, subtract 3 years from the date of your retirement. For example, if your retirement date is November 1, 2002, the beginning date of the 3-year period would be November 2, 1998 (2002/11/01 – 03/00/00 = 99/11/02).

Basic pay includes locality pay, environmental differential pay for certain employees, night differential pay for wage grade employees. It does not include bonuses, allowances, occasional overtime pay, military pay, cash awards, or holiday pay. The basic pay for employees paid at other than an annual rate is determined by multiplying the basic rate of pay by the appropriate unit (for example; hourly rate of pay x 2087 hours).

For intermittent employees, the basic pay is determined by multiplying the basic rate of pay per day by the actual number of days worked at that rate.

For part-time service performed <u>prior</u> to April 7, 1986, the basic pay rate is the pay applicable to the pre-arranged tour of duty. For part-time service on and after April 7, 1986, the average salary will be computed using the full-time salary of the position. This computation will be reduced by a proration factor that reflects only the part-time service.

CSRS Annuity Computation

There are three different ways to estimate your annuity.
A. Three Step Formula:
- 1.5% x   high-3 x first 5 years of service *PLUS*
- 1.75% x   high-3 x next 5 years of service *PLUS*
- 2% x high-3 x all years and months of service over 10 years (includes credit for unused sick leave)

    Example (with average salary of $40,000 and 32 years of service):

        1.5% x $40,000 x 5   = $ 3,000
        1.75% x $40,000 x 5 = $ 3,500
        2% x $40,000 x 22 = $17,600
                    Total = $24,100 Basic Annuity

B. "Short Cut" Estimate
- You can estimate your high-3 by taking 90% x final salary
  Example: If final salary is $45,000, 90% = $40,500).
- Years of service minus 2 x 2 = Approximate percent of high-3
  Example: 32 years of service = 32 – 2 x 2 = 60% of high-3
  Using the estimated salary above,60% x $40,500 = $24,300

C. Use The CSRS General Formula Computation Chart
- Multiply your high-3 average salary times the factor for years and months of your length of service

D. Maximum Annuity
- 80% of high-3 (normally 41 years 11 months of service) although sick leave can increase annuity over 80%.

Cost Of Living
Increases (COLA'S)

Annual cost-of-living increase is based on the rise in the Consumer Price Index (CPI) computed by the Department of Labor.

Effective Date:
- Normally, December 1 of each year, payable in the January 1 annuity check

First COLA:
- An annuitant's first COLA is prorated based on the number of months on the annuity roll prior to the COLA.
- A month is credited only if the annuity commenced on or before the last day of the month.

Example:

  If you retire July 1st, you are on the annuity rolls from July through November, or 5 months (count to Dec 1). The annuitant will receive: 5/12th COLA for the first year. This increase will be received in the January annuity check.

CSRS Offset Annuity Computation

If you are a CSRS Offset employee, your annuity is computed in the same manner as if covered under CSRS only. The nondisability annuity payment is reduced (offset) when you become eligible for Social Security. There is no reduction to the Social Security retirement benefit. The offset is applied when the basic requirements for Social Security are met (usually age 62), even if the employee does not apply for Social Security. Typically, the full Social Security benefit plus the reduced CSRS annuity may actually equal more than if the annuitant were receiving a straight CSRS annuity.

The amount of the offset is the lesser of:
- The amount of the Social Security benefit attributable to the employee's service after December 31, 1983 under CSRS Offset; or
- The amount obtained by multiplying the following fraction by the Social Security benefit to which the individual is entitled at the time the individual's CSRS annuity begins:

$$\frac{\text{Total years of Offset Service (partial years rounded to the nearest whole number)}}{40}$$

Example: Employee retires at age 55 with 6 years of CSRS Offset service included in the 30 years of service. At age 62, the individual becomes eligible for Social Security benefits in the amount of $500 per month. The reduction is the lesser of:
- *The $ 100 which Social Security computes as attributable to the CSRS Offset Service; or*

$$\frac{\text{6 years of offset service}}{40} \quad X \quad \$500 = \$75$$

The CSRS annuity would be offset by $75 per month beginning at age 62.

Spousal survivor annuity and the reduction are based upon the annuity prior to application of the offset. (However, spousal survivor annuities themselves are subject to their own offset based upon the Social Security survivor benefits attributable to the CSRS Offset Service. The spousal survivor offset applies at all times when the survivor is eligible for both CSRS survivor benefits and Social Security survivor benefits.)

How Federal Annuities Are Taxed

Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) retirees are not taxed on that part of the annuity that represents their own contribution; the rest is taxable. Federal annuitants who retired after July 1, 1986, determine the amount of their annuity that is tax-free by using the Simplified General Rule. This rule applied to annuities **commencing** on or before December 31, 1997.

A provision added to the Taxpayer Relief Act of 1997 created a new table for computing the tax-free amount **if a survivor annuity** is elected. The table is based on the combined ages of the annuitant and the person for whom the survivor annuity has been provided. This provision is effective with annuity start dates beginning after December 31, 1997. Retirees whose annuity started prior to December 31, 1997, continue to use the one-person table.

When you retire, you will receive a booklet from OPM called "Your Federal Retirement Benefits". In this booklet you will be provided with the amount of your total retirement contributions and the amount of retirement benefits you may claim as tax free each month (calculated using the Simplified General Rule). Do not use the "cumulative" retirement contributions reflected on your last Leave and Earnings Statement as this is not always a true accounting of all retirement contributions made during your Federal service career. For a more detailed and official explanation of how Federal annuities are taxed, call 1-800-TAX-FORM and ask for **IRS Publication 721,** *Tax Guide to U.S. Civil Service Retirement Benefits,* or you can obtain it from the IRS web site at www.irs.gov**.**

The following address http://apps.opm.gov/tax_calc/withhold_calc/index.cfm is a link to OPM's Tax calculator for annuitants to figure their monthly federal withholdings

The following tables should be used based on your individual case:

**Annuity without a <u>survivor benefit</u> or annuity
Commencing on or before December 31, 1997**

Age at Retirement	# Of Lifetime Payments
55 & under	360
56 to 60	310
61 to 65	260
66 to 70	210
71 and over	160

**Annuity <u>with Survivor Benefit</u> commencing
after December 31, 1997.**

Combined Age Of Annuitants	Number of Payments
Not more than 110	410
111 to 120	360
121 to 130	310
131 to 140	260
141 and over	210

*For disability annuitants, the annuity is fully taxed until you meet optional retirement requirements.

    <u>**Total Retirement Contributions**</u>   **= Monthly Tax Free Amount**
      Number of Lifetime Payments

Monthly Tax Free Amount   X   12 = $ Yearly Tax Free Amount

<u>**Example (with no Survivor Benefit)**</u>
Retiree Age 56   Total Contributions to CSRS = $43,000
<u>$ 43,000.00</u>   = $139.00 Monthly Tax Free Amount or $139 X 12 = $1,668 Yr. Tax Free
     310
(This amount may be claimed until Tax Free Amount = $43,000.00)

<u>**Example (With Survivor Benefits)**</u>
Retiree Age 56; spouse age 55 = 111 Total Contributions to CSRS = $43,000
<u>$ 43,000</u>   = $119.44 Monthly Tax Free Amount or $119 X 12 = $1428 Yr. Tax Free
     360
(This amount may be claimed until the Tax Free Amount = $43,000.00)

Your tax status will flow to OPM and continue unless you change with OPM.
It is not mandatory for you to have tax withheld from your monthly annuity. However, you must file an estimated return to the Internal Revenue Service if less than 90% of the Federal income tax due during a year is withheld from your income. You will be liable for the full amount of the taxes when they fall due, and may incur an additional interest penalty if sufficient taxes were neither withheld from your income tax nor paid to the IRS in advance as estimated payments.

Information about Federal and State Income Tax Withholdings Savings Bond Purchases and Deductions

Federal Income Tax Withholdings:
Your annuity payments are subject to Federal income tax withholding. Federal income tax is withheld from your initial payment and will continue to be withheld as though you are a married individual claiming three withholding allowances – the rate required by law if you do not file an election to change the deduction. At the time OPM processes your retirement application, they will send you instructions on how to start, change, or stop your Federal income tax withholding using their toll-free automated telephone system. Retirees may now make a withholding election at the time of their retirement by completing a W-4 form.

State Income Tax Withholdings:
If you wish to have State tax withholdings from your annuity, you may contact OPM directly if your State participates in the withholding program administered by OPM. OPM is unable to make State tax withholdings for non-participating states.

The following states have state tax and participate with OPM to withhold state tax:

Arkansas	Arizona	California	Colorado
Connecticut	Delaware	District of Columbia	Georgia
Idaho	Indiana	Iowa	Louisiana
Maine	Maryland	Michigan	Minnesota
Mississippi	Missouri	Montana	Nebraska
New Jersey	New Mexico	North Carolina	North Dakota
Ohio	Oklahoma	Oregon	Rhode Island
South Carolina	Utah	Vermont	Virginia
West Virginia	Wisconsin		

You must specify the monthly amount of State tax you want withheld. Deduction amounts must be in whole dollars. The minimum monthly amount OPM is able to withhold is $5. Your State tax deductions will be reflected on notices of annuity adjustment mailed when payments change and will be included in your yearly statement (Form 1099R) used for income tax filing purposes.

As an annuitant, already receiving regular annuity payments, you may call (800) 409-6528 to start, change, or stop savings bond and State tax deductions. You may also contact an OPM Customer service Specialist by dialing (888) 767-6738. When calling, you will need your civil service annuitant (CSA) number and your Social Security number.

Annuity Reductions & Withholdings

The annuity reductions, if appropriate, must be applied in the following order:

1. Age Reduction
- Retirement before age 55.

2. Deposit Reduction
- Unpaid deposit(s) for nondeduction service performed prior to October 1, 1982. The basic annuity is reduced by 10% of the unpaid deposit amount (deposit includes interest).

3. Survivor Reductions
- Reduction for survivor annuity, because of a voluntary election, court order, or operation of law; and/or
- Reduction to provide a survivor annuity to a person with an insurable interest.

4. Redeposit Reduction
- Unpaid redeposit service that ended before October 1, 1990. (actuarial reduction)

5. Alternative Annuity Reduction
- May only elect if not expected to live beyond 2 years.

6. Federal Tax
- Based as if married with 3 deductions.
- Will receive W-4P-A to change amount.

7. State Tax (Optional)
- Contact OPM.

8. FEHB Premiums
- Retirees pay the same amount as employees pay (monthly rate).

9. FEGLI Premiums
- Retirees pay the same amount as employees pay until age 65.

10. Medicare Part B Premiums (Optional)
- You do not become eligible for Medicare until age 65.
- If receiving Social Security, premium withheld from Social Security benefit.

CSRS Computation Example

Date of Retirement: 5-3-2002　　　　　　　　**Date of Birth:** 4-29-37
Active Military Service: 12-30-58 to 3-29-62 - Deposit Paid
High-3 Average Salary: $27,320
Civilian Service: 10-2-63 to 5-3-2002　　　　**Unused Sick Leave:** 1243 hours
Survivor Benefits: Based on Full Annuity　　　**Last Salary:** $29,400
FEGLI Insurance:　　Basic (75% Option), Standard, 2X Pay and Family)

From	To	Annual Pay	Total Time	Time Factor	Pay Earned
98-05-04	98-06-02	$23,890	00-00-29	.080556	$ 1,924.48
98-06-03	99-04-05	$25,003	00-10-03	.841667	$21,044.20
99-04-06	99-12-06	$27,653	00-08-01	.669444	$18,512.13
99-12-07	00-08-04	$28,001	00-07-28	.661111	$18,511.77
00-08-05	02-05-03	$29,400	00-08-29	.747222	$21,968.33
			03-00-00		$81,960.91

(In determining the "time factor earned" refer to the "360 Day Factor Chart")
$81,960.91 DIVIDED BY 3 = $27,320 HIGH-3 AVERAGE PAY

COMPUTE AGE AT SEPARATION		COMPUTE LENGTH OF SERVICE	
Add one day to last day	+1	Date of Retirement	2002-05-03(04)
Date of Retirement	2002-05-03(04)	SCD (includes military service)	- 1960-07-02
Date of Birth	-1937-04-29		40-10-02
	64-00-05	* Sick Leave (1243 hours)	07-05
			40-17-07
			+ 1-00-00
			41-05-00

Formula:	.015	X	27,320	X		5	=	2,049.00
	.0175	X	27,320	X		5	=	2,390.50
	.02	X	27,320	X	31.41666		=	17,166.06
				Unreduced CSRS Annuity			**=**	**$21,605.56**

(To check the formulas see the "CSRS General Formula Computation Chart)"
For example, 41 years and 5 months located on the chart gives a factor of .790833 X $27,320
(high-3) = annuity.)

*To determine Sick Leave, refer to the "2087 Hours Chart."

		Unreduced CSRS Annuity	$21,605.56
Reductions are made for: Under Age 55			N/A
Non-Deposit for service prior to 10-1-82			N/A
Survivor Annuity		.025% X 3600 = $90.00 plus	- **1,890.56**
		10% X 18005.56 = $1,800.56	
		ANNUAL ANNUITY	$ 1,9715.00
Reduction for Redeposit			N/A
		Monthly Annuity	$1,642.92
		Federal Tax Withholding(20%)	- **328.58**
		State Tax Withholding	N/A
		FEHB Reduction	- **144.69**
$29,400 = 30 + 2 or 32,000	= 10.75		
Standard 10,000	= 13.00	**FEGLI Reduction** (Standard, 2X, Family)	- **120.40**
Additional 2 x	= 91.02		
Family	= 5.63	*Total Monthly Annuity Due*	*$1,049.25*

Voluntary Contributions

- Voluntary contributions are a savings program for CSRS employees only.

- You cannot owe any deposit or redeposit.

- Payments may be made in multiples of $25.

- Must not exceed 10% of gross career earnings.

- May be used to increase the amount of annuity or used as a savings/investment option cashed out before retirement.

- For each $100 invested = additional $7.00 in annuity (plus $0.20 for each full year retiree over age 55).

- Submit SF 2804 to Personnel Office for certification and forwarding to OPM to establish account.

- To receive a refund, submit an application 60 days before retirement date.

- Interest taxable in the year you receive a refund - may be subject to a 10% penalty if withdrawn before age 59 1/2.

- Interest is compounded annually on December 31st.

- COLAs are posted only against your earned annuity, not additional annuity from voluntary contributions

Example:

Retiree age 60
Account balance $10,000

60 years minus 55 years = 5 years
$0.20 x 5 years = $1
$7 + $1 = $8

$10,000 = 100
$100
100 x $8 = $800 per year or $66 per month

2087 HOURS CHART
USED TO DETERMINE SICK LEAVE (CSRS)

CHART FOR OBTAINING NUMBER OF HOURS FOR ANY PERIOD OF TIME WHEN 2087 HOURS CONSTITUTES YEARLY BASIS

Number of days	0 Month and up	1 Month and up	2 Months and up	3 Months and up	4 Months and up	5 Months and up	6 Months and up	7 Months and up	8 Months and up	9 Months and up	10 Months and up	11 Months and up
0	0	174	348	522	696	870	1044	1217	1391	1565	1739	1913
1	6	180	354	528	701	875	1049	1223	1397	1571	1745	1919
2	12	186	359	533	707	881	1055	1229	1403	1577	1751	1925
3	17	191	365	539	713	887	1061	1235	1409	1583	1757	1930
4	23	197	371	545	719	893	1067	1241	1415	1588	1762	1936
5	29	203	377	551	725	899	1072	1246	1420	1594	1768	1942
6	35	209	383	557	730	904	1078	1252	1426	1600	1774	1948
7	41	214	388	562	736	910	1084	1258	1432	1606	1780	1954
8	46	220	394	568	742	916	1090	1264	1438	1612	1786	1959
9	52	226	400	574	748	922	1096	1270	1444	1617	1791	1965
10	58	232	406	580	754	928	1101	1275	1449	1623	1797	1971
11	64	238	412	586	759	933	1107	1281	1455	1629	1803	1977
12	70	243	417	591	765	939	1113	1287	1461	1635	1809	1983
13	75	249	423	597	771	945	1119	1293	1467	1641	1815	1988
14	81	255	429	603	777	951	1125	1299	1472	1646	1820	1994
15	87	261	435	609	783	957	1130	1304	1478	1652	1826	2000
16	93	267	441	615	788	962	1136	1310	1484	1658	1832	2006
17	99	272	446	620	794	968	1142	1316	1490	1664	1838	2012
18	104	278	452	626	800	974	1148	1322	1496	1670	1844	2017
19	110	284	458	632	806	980	1154	1328	1501	1675	1849	2023
20	116	290	464	638	812	986	1159	1333	1507	1681	1855	2029
21	122	296	470	643	817	991	1165	1339	1513	1687	1861	2035
22	128	301	475	649	823	997	1171	1345	1519	1693	1867	2041
23	133	307	481	655	829	1003	1177	1351	1525	1699	1873	2046
24	139	313	487	661	835	1009	1183	1357	1530	1704	1878	2052
25	145	319	493	667	841	1015	1188	1362	1536	1710	1884	2058
26	151	325	499	672	846	1020	1194	1368	1542	1716	1890	2064
27	157	330	504	678	852	1026	1200	1374	1548	1722	1896	2070
28	162	336	510	684	858	1032	1206	1380	1554	1728	1901	2075
29	168	342	516	690	864	1038	1212	1386	1559	1733	1907	2081

360 DAY FACTOR CHART

For Computing Total Amount for Any Period of Time at a Given Annual Rate. To Complete Factor, Place Number of Full Years Ahead of Decimal Point.

Number of Days	1 Day	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
0	----	0.083333	0.166667	0.250000	0.333333	0.416667	0.500000	0.583333	0.666667	0.750000	0.833333	0.916667
1	0.002778	0.086111	0.169444	0.252778	0.336111	0.419444	0.502778	0.586111	0.669444	0.752778	0.836111	0.919444
2	0.005556	0.088889	0.172222	0.255556	0.338889	0.422222	0.505556	0.588889	0.672222	0.755556	0.838889	0.922222
3	0.008333	0.091667	0.175000	0.258333	0.341667	0.425000	0.508333	0.591667	0.675000	0.758333	0.841667	0.925000
4	0.011111	0.094444	0.177778	0.261111	0.344444	0.427778	0.511111	0.594444	0.677778	0.761111	0.844444	0.927778
5	0.013889	0.097222	0.180556	0.263889	0.347222	0.430556	0.513889	0.597222	0.680556	0.763889	0.847222	0.930556
6	0.016667	0.100000	0.183333	0.266667	0.350000	0.433333	0.516667	0.600000	0.683333	0.766667	0.850000	0.933333
7	0.019444	0.102778	0.186111	0.269444	0.352778	0.436111	0.519444	0.602778	0.686111	0.769444	0.852778	0.936111
8	0.022222	0.105556	0.188889	0.272222	0.355556	0.438889	0.522222	0.605556	0.688889	0.772222	0.855556	0.938889
9	0.025000	0.108333	0.191667	0.275000	0.358333	0.441667	0.525000	0.608333	0.691667	0.775000	0.858333	0.941667
10	0.027778	0.111111	0.194444	0.277778	0.361111	0.444444	0.527778	0.611111	0.694444	0.777778	0.861111	0.944444
11	0.030556	0.113889	0.197222	0.280556	0.363889	0.447222	0.530556	0.613889	0.697222	0.780556	0.863889	0.947222
12	0.033333	0.116667	0.200000	0.283333	0.366667	0.450000	0.533333	0.616667	0.700000	0.783333	0.866667	0.950000
13	0.036111	0.119444	0.202778	0.286111	0.369444	0.452778	0.536111	0.619444	0.702778	0.786111	0.869444	0.952778
14	0.038889	0.122222	0.205556	0.288889	0.372222	0.455556	0.538889	0.622222	0.705556	0.788889	0.872222	0.955556
15	0.041667	0.125000	0.208333	0.291667	0.375000	0.458333	0.541667	0.625000	0.708333	0.791667	0.875000	0.958333
16	0.044444	0.127778	0.211111	0.294444	0.377778	0.461111	0.544444	0.627778	0.711111	0.794444	0.877778	0.961111
17	0.047222	0.130556	0.213889	0.297222	0.380556	0.463889	0.547222	0.630556	0.713889	0.797222	0.880556	0.963889
18	0.050000	0.133333	0.216667	0.300000	0.383333	0.466667	0.550000	0.633333	0.716667	0.800000	0.883333	0.966667
19	0.052778	0.136111	0.219444	0.302773	0.386111	0.469444	0.552778	0.636111	0.719444	0.802778	0.886111	0.969444
20	0.055556	0.138889	0.222222	0.305556	0.388889	0.472222	0.555556	0.638889	0.722222	0.805556	0.888889	0.972222
21	0.058333	0.141667	0.225000	0.308333	0.391667	0.475000	0.558333	0.641667	0.725000	0.808333	0.891667	0.975000
22	0.061111	0.144444	0.227778	0.311111	0.394444	0.477778	0.561111	0.644444	0.727778	0.811111	0.894444	0.977778
23	0.063889	0.147222	0.230556	0.313889	0.397222	0.480556	0.563889	0.647222	0.730556	0.813889	0.897222	0.980556
24	0.066667	0.150000	0.233333	0.316667	0.400000	0.483333	0.566667	0.650000	0.733333	0.816667	0.900000	0.983333
25	0.069444	0.152778	0.236111	0.319444	0.402778	0.486111	0.569444	0.652778	0.736111	0.819444	0.902778	0.986111
26	0.072222	0.155556	0.238889	0.322222	0.405556	0.488889	0.572222	0.655556	0.738889	0.822222	0.905556	0.988889
27	0.075000	0.158333	0.241667	0.325000	0.408333	0.491667	0.575000	0.658333	0.741667	0.825000	0.908333	0.991667
28	0.077778	0.161111	0.244444	0.327778	0.411111	0.494444	0.577778	0.661111	0.744444	0.827778	0.911111	0.994444
29	0.080556	0.163889	0.247221	0.330556	0.413889	0.497222	0.580556	0.663889	0.747222	0.830556	0.913889	0.997222

CSRS GENERAL FORMULA COMPUTATION CHART

For Computing Basic Annuity Where High-3 Average Salary is $5,000 or More

Years of Service	0 Month	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
5	0.075000	0.076458	0.077917	0.079375	0.080833	0.082292	0.08375	0.085208	0.086667	0.088125	0.089583	0.091042
6	.092500	.093958	.095417	.096875	.098333	.099792	.101250	.102708	.104167	.105625	.107083	.108542
7	.110000	.111458	.112917	.114375	.115833	.117292	.118750	.120208	.121667	.123125	.124583	.126042
8	.127500	.128958	.130417	.131875	.133333	.134792	.136250	.137708	.139167	.140625	.142083	.143542
9	.145000	.146458	.147917	.149375	.150833	.152292	.153750	.155208	.156667	.158125	.159583	.161042
10	.162500	.164167	.165833	.167500	.169167	.170833	.172500	.174167	.175833	.177500	.179167	.180833
11	.182500	.184167	.185833	.187500	.189167	.190833	.192500	.194167	.195833	.197500	.199167	.200833
12	.202500	.204167	.205833	.207500	.209167	.210833	.212500	.214167	.215833	.217500	.219167	.220833
13	.222500	.224167	.225833	.227500	.229167	.230833	.232500	.234167	.235833	.237500	.239167	.240833
14	.242500	.244167	.245833	.247500	.249167	.250833	.252500	.254167	.255833	.257500	.259167	.260833
15	.262500	.264167	.265833	.267500	.269167	.270833	.272500	.274167	.275833	.277500	.279167	.280833
16	.282500	.284167	.285833	.287500	.289167	.290833	.292500	.294167	.295833	.297500	.299167	.300833
17	.302500	.304167	.305833	.307500	.309167	.310833	.312500	.314167	.315833	.317500	.319167	.320833
18	.322500	.324167	.325833	.327500	.329167	.330833	.332500	.334167	.335833	.337500	.339167	.340833
19	.342500	.344167	.345833	.347500	.349167	.350833	.352500	.354167	.355833	.357500	.359167	.360833
20	.362500	.364167	.365833	.367500	.369167	.370833	.372500	.374167	.375833	.377500	.379167	.380833
21	.382500	.384167	.385833	.387500	.389167	.390833	.392500	.394167	.395833	.397500	.399167	.400833
22	.402500	.404167	.405833	.407500	.409167	.410833	.412500	.414167	.415833	.417500	.419167	.420833
23	.422500	.424167	.425833	.427500	.429167	.430833	.432500	.434167	.435833	.437500	.439167	.440833
24	.442500	.444167	.445833	.447500	.449167	.450833	.452500	.454167	.455833	.457500	.459167	.460833
25	.462500	.464167	.465833	.467500	.469167	.470833	.472500	.474167	.475833	.477500	.479167	.480833
26	.482500	.484167	.485833	.487500	.489167	.490833	.492500	.494167	.495833	.497500	.499167	.500833
27	.502500	.504167	.505833	.507500	.509167	.510833	.512500	.514167	.515833	.517500	.519167	.520833
28	.522500	.524167	.525833	.527500	.529167	.530833	.532500	.534167	.535833	.537500	.539167	.540833
29	.542500	.544167	.545833	.547500	.549167	.550833	.552500	.554167	.555833	.557500	.559167	.560833
30	.562500	.564167	.565833	.567500	.569167	.570833	.572500	.574167	.575833	.577500	.579167	.580833
31	.582500	.584167	.585833	.587500	.589167	.590833	.592500	.594167	.595833	.597500	.599167	.600833
32	.602500	.604167	.605833	.607500	.609167	.610833	.612500	.614167	.615833	.617500	.619167	.620833
33	.622500	.624167	.625833	.627500	.629167	.630833	.632500	.634167	.635833	.637500	.639167	.640833
34	.642500	.644167	.645833	.647500	.649167	.650833	.652500	.654167	.655833	.657500	.659167	.660833
35	.662500	.664167	.665833	.667500	.669167	.670833	.672500	.674167	.675833	.677500	.679167	.680833
36	.682500	.684167	.685833	.687500	.689167	.690833	.692500	.694167	.695833	.697500	.699167	.700833
37	.702500	.704167	.705833	.707500	.709167	.710833	.712500	.714167	.715833	.717500	.719167	.720833
38	.722500	.724167	.725833	.727500	.729167	.730833	.732500	.734167	.735833	.737500	.739167	.740833
39	.742500	.744167	.745833	.747500	.749167	.750833	.752500	.754167	.755833	.757500	.759167	.760833
40	.762500	.764167	.765833	.767500	.769167	.770833	.772500	.774167	.775833	.777500	.779167	.780833
41	.782500	.784167	.785833	.787500	.789167	.790833	.792500	.794167	.795833	.797500	.799167	80%[2]

To obtain the basic annuity, multiply the high-3 average salary by factor indicated under applicable years and months of service.

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[2] Annuity in excess of 80 percent which is produced by credit for unused sick leave is payable.

CSRS 2% Age Reduction Chart

Factors for Determining Reduction
In
Basic Annuity
(25-Year Discontinued-Service Retirement)
20-Year Discontinued-service at Age 50; and
Early Optional Retirement)

Age at separation and at least one day over	0 Month	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months
40 _ _ _ _	0.701667	0.703333	0.705000	0.706667	0.708333	0.710000	0.711667	0.713333	0.715000
41_ _ _ _	0.721667	0.723333	0.725000	0.726667	0.728333	0.730000	0.731667	0.733333	0.735000
42 _ _ _ _	0.741667	0.743333	0.745000	0.746667	0.748333	0.750000	0.751667	0.753333	0.755000
43 _ _ _ _	0.761667	0.763333	0.765000	0.766667	0.768333	0.770000	0.771667	0.773333	0.775000
44 _ _ _ _	0.781667	0.783333	0.785000	0.786667	0.788333	0.790000	0.791667	0.793333	0.795000
45 _ _ _ _	0.801667	0.803333	0.805000	0.806667	0.808333	0.810000	0.811667	0.813333	0.815000
46 _ _ _ _	0.821667	0.823333	0.825000	0.826667	0.828333	0.830000	0.831667	0.833333	0.835000
47 _ _ _ _	0.841667	0.843333	0.845000	0.846667	0.848333	0.850000	0.851667	0.853333	0.855000
48 _ _ _ _	0.861667	0.863333	0.865000	0.866667	0.868333	0.870000	0.871667	0.873333	0.875000
49 _ _ _ _	0.881667	0.883333	0.885000	0.886667	0.888333	0.890000	0.891667	0.893333	0.895000
50 _ _ _ _	0.901667	0.903333	0.905000	0.906667	0.908333	0.910000	0.911667	0.913333	0.915000
51 _ _ _ _	0.921667	0.923333	0.925000	0.926667	0.928333	0.930000	0.931667	0.933333	0.935000
52 _ _ _ _	0.941667	0.943333	0.945000	0.946667	0.948333	0.950000	0.951667	0.953333	0.955000
53 _ _ _ _	0.961667	0.963333	0.965000	0.966667	0.968333	0.970000	0.971667	0.973333	0.975000
54 _ _ _ _	0.981667	0.983333	0.985000	0.986667	0.988333	0.990000	0.991667	0.993333	0.995000

(Multiply unreduced basic annuity by applicable factor shown above to calculate reduced retirement benefits.
NOTE: There may be further reductions.)